

SF-78 and Supplement Information

The following information must be included on Standard Form No. 78, Certificate of Medical Examination:

Part B.3. (Brief Description of What Position Requires Employee To Do) state:

Participates in fire suppression activities in rugged mountainous terrain from sea level to over 10,000 ft. elevation. Uses a variety of hand tools, power saws, and pumps. Exposed to long and irregular working hours under exhausting conditions, including adverse weather conditions required to maintain physical performance over long periods of time.

Part B.4. (Circle the number proceeding each functional requirement and each environmental factor essential to the duties of this position. List any additional essential factors in the blank spaces.) Circle and/or include (underlined) the following:

A. FUNCTIONAL REQUIREMENTS

- 1. Heavy lifting, 45 pounds and over
- 4. Heavy carrying, 45 pounds and over
- 8. Pulling hand over hand (8 hours)
- 10. Reaching above shoulder
- 11. Use of fingers
- 12. Both hands required
- 13 Walking (16 hours)
- 14. Standing (16 hours)
- 16. Kneeling (3 hours)
- 17. Repeat bending (12 hours)
- 18. Climbing, legs only (8 hours)
- 19. Climbing, use of legs and arms
- 20. Both legs required
- 21. Operation of crane, truck, tractor, or motor vehicle
- 22. Ability for rapid mental and muscular execution simultaneously
- 28. Both eyes required
- 35. Other (specify) Supplemental Form 1400-108

Office of Personnel Management has concluded that agencies have the authority to require physical examinations for positions with specific medical standards or physical requirements. The Fish and Wildlife Service has determined that certain designated fire management positions require physical examinations prior to appointment.

Established medical qualification programs, as stated in 5 CFR 339, provide

consistent medical standards in order to safeguard the health of employees whose work may subject them or others to significant health and safety risks due to occupational or environmental exposure or demand. The Federal Interagency Wildland Firefighter Medical Qualification Standards has been piloted in the Southwest Area (DOI agencies only), and will be in the Pacific Northwest in 2003. All other unaffected offices should follow the current standards as described below. More information on the Wildland Firefighter Medical Qualification Standards can be found at: <http://medical.smis.doi.gov/nifcmedicalstds.htm>.

A physical examination is required for all new permanent employees and all seasonal employees assigned to arduous duty as firefighters prior to reporting for duty. A physical examination may be requested for a permanent employee by the supervisor if there is a question about the ability of an employee to safely complete one of the work capacity tests. All new permanent fire funded (92XX) employees are required to have a physical examination. All permanent employees over 40 years of age who take the pack or field test to qualify for a wildland or prescribed fire position are required to take an annual physical examination before taking the test.

- Physical examination shall use Standard Form 78 (SF-78), Certification of Medical Examination specific for arduous and moderate duty fire management activities and Form 1400-108 Physical Requirements for Firefighter and Smokejumper Positions (Supplement to SF-78).
- All examinations are at Government expense and should be charged against the 925 subactivity for preparedness personnel and 9263 for dedicated prescribed fire personnel.
- The physical examination required for refuge law enforcement officers may be substituted for the fire physical examination. Two separate physical examinations are not required.
- Completed physical examination forms requiring a second opinion are to be submitted through Personnel to the Chief, Division of Medical and Health Services, at the Department for certification of an employee's fitness for duty.

Each refuge may designate the examining physician, but must offer the individual an opportunity to submit medical documentation from their own personal physician. The Regional Fire Management Coordinator should audit medical examination costs periodically to avoid unnecessary expenditures.

All Fish and Wildlife Service employees considered for firefighting duties will meet the Job-Related Work Capacity Tests for Wildland Firefighters. When the Job-Related Work Capacity Tests for Wildland Firefighters is to be given, the Work Capacity Test Record will serve as the record that the employee has met the physical requirements as mentioned above.

If the Fire Management Officer or the employee has any question concerning the person's ability to physically perform firefighting duties, the employee should not be

qualified for a wildland or prescribed fire position.

B. ENVIRONMENTAL FACTORS

2. Outside and inside
3. Excessive heat
4. Excessive cold
6. Excessive dampness
7. Dry atmospheric conditions
8. Excessive noise
10. Dust
12. Fumes, smoke, or gasses
17. Slippery or uneven walking conditions
18. Working around machinery with moving parts
19. Working around moving objects or vehicles
22. Unusual fatigue factors
23. Working with hands in water
26. Working closely with others
27. Working alone
28. Protracted or irregular hours of work
29. Other (specify) travel in isolated areas

Form 1400-108: Physical Requirements for Firefighters and Smokejumper Positions, must be included with SF-78 and each function must be addressed by the examining physician:

- Eyesight
- Ears
- Nose, Mouth & Throat
- Teeth
- Lungs
- Heart & Blood Vessels
- Abdomen
- Genitourinary Metabolic
- Spine, Pelvis, Sacroiliac & Lumbosacral Joints
- Extremities
- Nervous System
- Skin
- Other Defects